

**Department of Personnel Administration  
Memorandum**

**TO: Personnel Management Liaisons (PML)**

<b>SUBJECT:</b> Bargaining Unit 7 Severance Petition: Posting Requirements	<b>REFERENCE NUMBER:</b> 2008-025
<b>DATE ISSUED:</b> 09-02-08	<b>SUPERSEDES:</b>

This memorandum should be forwarded to:

**Labor Relations Officers  
Personnel Officers  
Human Resources Managers  
State Office/Facility Managers**

**FROM:** Department of Personnel Administration  
Labor Relations

**CONTACT:** Kristine Rodrigues, Principal Labor Relations Officer  
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On July 1, 2008, the Peace Officers of California (POC) filed a severance petition with the Public Employment Relations Board (PERB) requesting to remove all peace officer job classifications from the California Statewide Law Enforcement Association (CSLEA) Bargaining Unit 7 (Protective Services and Public Safety). This petition provided insufficient proof of support and therefore was dismissed by PERB on August 13, 2008.

On August 20, 2008, POC filed another severance petition with PERB requesting to remove all peace officer job classifications from CSLEA. The severance petition is for those peace offices as "within the meaning of California Penal Code, Part 2, Title 3, Chapter 4.5 commencing with Section 830".

You are required to follow certain procedures as part of this severance process, including posting the two documents described below in any worksite employing Unit 7 employees. ***Please follow these instructions carefully.*** Be sure to also remind your excluded employees about the strict neutrality requirements described on page 2.

**What You Must Do**

You must print the following two documents and post them immediately. To access the documents on DPA's Web site, click on the title below:

[Notice of Dills Severance Petition](#)  
[Dills Severance Petition](#)

**When to post:** Immediately. Each document must remain posted for at least **20 calendar days**. When you post the *Notice of Dills Severance Petition*, you must fill in the

date fields for "Date notice was posted" and "This notice must remain posted until." (For example, if the notice is posted July 15, it must remain posted until August 4.)

**Where to post:** The documents must be posted conspicuously on all employee bulletin boards in each facility where Bargaining Unit 7 peace officer employees work.

### **Strict Neutrality Required**

The law requires that the Unit 7 severance process be conducted fairly, efficiently, and in full compliance with Public Employment Relations Board (PERB) instructions. All managers, supervisors, and other excluded employees are reminded not to make any statements or otherwise express favoritism or bias toward one organization or another involved in this severance action.

All managers, supervisors, and other excluded employees includes employees who are serving in out-of-class assignments, training and development assignments or otherwise serving in an "acting" capacity as a manager, supervisor or excluded employee. This includes any employee holding any type of appointment (i.e., permanent, limited term, temporary, probationary, etc.) to a managerial, supervisory or other excluded classification.

/s/Julie Chapman  
Deputy Director Labor Relations